

Attachment 1
City of Burbank Workforce and Recruitment Data

Table 1 – Budgeted Fulltime Equivalent Positions by Labor or Employee Group

Labor or Employee Group	FY24/25	FY25/26
	Budgeted Fulltime Equivalents (FTEs)	Budgeted Fulltime Equivalents (FTEs)
BCEA	751.76	765.191
BFF	116	116
BFFCOU	8	8
BMA	249	260
BPOA	155	155
IBEW	140	143
Unrepresented Mid Management Employees	101	108
Executive Employees	15	15
Total	1535.76	1575.191

Table 2 – Budgeted Fulltime Equivalent Positions by Department

Department	FY24/25	FY25/26
	Budgeted Fulltime Equivalents (FTEs)	Budgeted Fulltime Equivalents (FTEs)
Burbank Water and Power	360	377
City Attorney's Office	24	24
City Clerk's Office	10.48	12
City Council Office	2	2
City Manager's Office	13	16.5
City Treasurer's Office	5	5
Community Development	110.28	112.28
Financial Services	40	40
Fire Department	144	144
Information Technology	33	35
Library Services	66.81	71.65
Management Services	59.13	57.497
Parks and Recreation	194.53	195.484
Police Department	265.78	265.78
Public Works	207.75	212
Grand Total	1535.76	1575.191

Table 3 – 2025 Monthly Vacancy Rates by Labor or Employee Group

Month	BCEA	BFF	BFFCOU	BMA	BPOA	IBEW	Unrepresented	Executives	Grand Total
January	15.03%	5.17%	12.50%	16.48%	11.61%	7.14%	11.46%	6.67%	11.37%
February	13.42%	0.00%	12.50%	15.27%	10.97%	7.86%	11.46%	6.67%	10.64%
March	13.44%	0.00%	0.00%	14.07%	11.61%	7.86%	11.46%	13.33%	10.59%
April	12.67%	0.00%	0.00%	14.07%	9.68%	10.00%	9.48%	6.67%	10.35%
May	11.81%	0.00%	0.00%	13.26%	9.03%	10.71%	10.47%	0.00%	9.60%
June	11.35%	0.00%	0.00%	12.68%	9.03%	10.71%	11.46%	0.00%	9.21%
July	12.21%	0.00%	0.00%	18.56%	9.03%	11.19%	17.04%	0.00%	11.19%
August	11.29%	0.00%	0.00%	17.82%	9.03%	2.10%	17.04%	0.00%	9.93%
September	15.71%	0.00%	0.00%	18.25%	10.32%	2.80%	13.37%	0.00%	12.16%
October	14.76%	0.00%	0.00%	18.62%	12.90%	3.50%	12.45%	0.00%	11.95%
November	13.51%	0.00%	0.00%	18.25%	9.68%	3.50%	12.84%	6.67%	11.24%
December	13.78%	0.00%	0.00%	17.28%	10.97%	2.80%	12.84%	6.67%	11.33%
Average	13.25%	0.43%	2.08%	16.22%	10.32%	6.68%	12.61%	3.89%	10.80%

Compared to 2024

	BCEA	BFF	BFFCOU	BMA	BPOA	IBEW	Unrepresented	Executives	Grand Total
Average	15.12%	3.51%	2.08%	17.41%	10.00%	3.42%	6.98%	7.22%	11.29%

Table 4 – 2025 Average Days to Complete Recruitment Process

Type of Recruitment	Average Number of Calendar Days to Complete Recruitment Process		
	Civil Service Recruitments	Recruitments Exempt from Civil Service	All Recruitments
Departmental Promotional	77.6 (2.6 months)	76.7 (2.6 months)	77.2 (2.6 months)
Interdepartmental Promotional	96.0 (3.2 months)	5.0 (0.2 months)	65.7 (2.2 months)
Open Competitive	92.8 (3.1 months)	60.8 (2.0 months)	69.8 (2.3 months)
Overall Total	88.4 (2.9 months)	61.8 (2.1 months)	70.8 (2.4 months)